11/26/2019

MICHAEL MCKINZY, SR

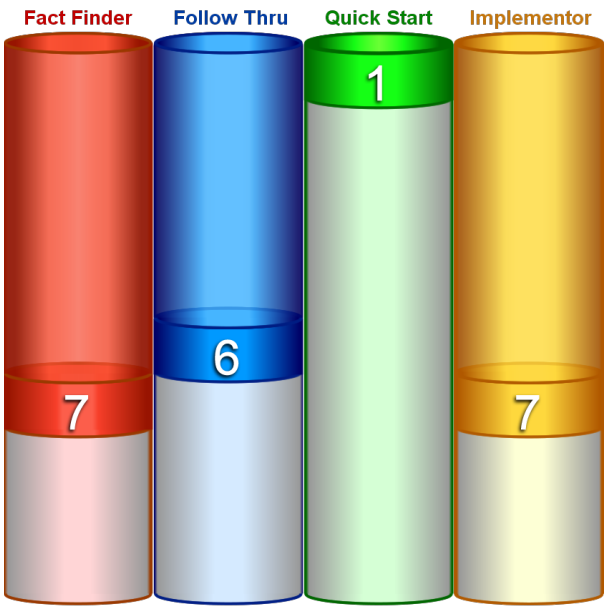
Kolbe A™ Index Result

CONGRATULATIONS MICHAEL

You Got a Perfect Score on the Kolbe A™ Index

You are great at devising strategies for making good use of special ingredients and materials. You can be counted on to build in strength, durability, and safety features with classic elegance to ensure sustainable quality.

Kolbe Action Modes®



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How do we know this? You told us when you completed the Kolbe A™ Index. Our proprietary algorithm sorted out your answers and came up with the pattern of your MO (Modus Operandi).

Your Kolbe result is so individualized, only 5% of the population is likely to have one just like it.

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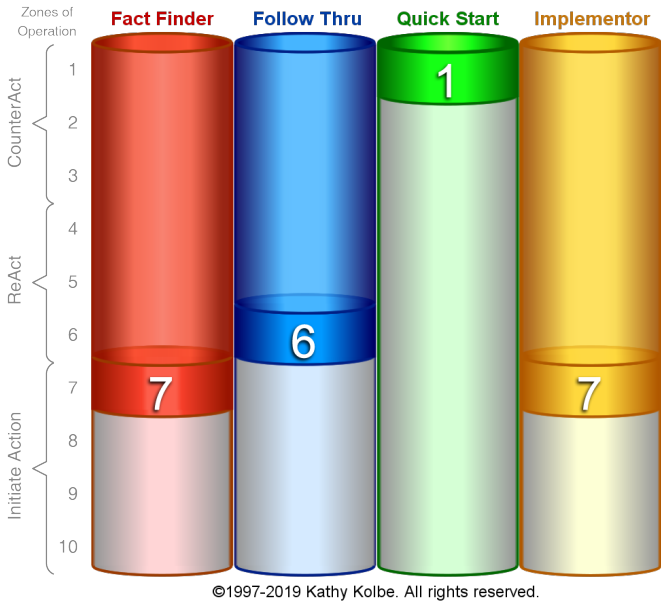
Kolbe A™ Index Result

MICHAEL MCKINZY, SR
7-6-1-7

MICHAEL MCKINZY, SR

Kolbe Action Modes®



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Your Kolbe Strengths™

Strategize

Maintain

Stabilize

Protect

Kolbe Action Modes are behaviors driven by your instinct

Fact Finder: is how you gather and share information.

Your way of doing it is to **Strategize**.

Follow Thru: is how you organize.

Your way of doing it is to **Maintain**.

QuickStart: is how you deal with risks and uncertainty.

Your way of doing it is to **Stabilize**.

Implementor: is how you handle space and tangibles.

Your way of doing it is to **Protect**.

You can count on Kolbe results being constant over time.

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Kolbe A™ Index Result

FOCUS YOUR STRENGTHS

MICHAEL MCKINZY, SR

7-6-1-7

IT'S WHAT DRIVES YOU, Michael

Your Kolbe result celebrates your **Modes of Operation (MO)**: **7-6-1-7**. It doesn't have anything to do with what your social style is or how smart you are. It's how you will and won't naturally take action.

Kolbe adds a new dimension. Based on wisdom going back to Plato and Aristotle, the Kolbe Theory™ has proven successful with over one million users.

Conables® Tips, individualized for you, will not only help you explain your way of taking action, they will help you control the outcomes. For example:

Conables® Tips

- **Tired of Questions like:**
  Why miss out because you won't take a risk?
  Can't you ever just wing it?
- **How about saying:**
  It's better for me to miss an opportunity than to make a mistake.
  Sure, I can wing it – but it's not pretty.

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Kolbe A™ Index Result

FOCUS YOUR STRENGTHS

MICHAEL MCKINZY, SR

7-6-1-7

What's so different about the Kolbe Index?

Being a 7-6-1-7 in Kolbe has nothing to do with your personality, social style, or if you are a math whiz. Kolbe Index results deal with a different part of the brain/mind that drives your actions.

Three Parts of the Mind

Cognitive	Conative	Affective
Thinking	***Doing***	*Feeling*
IQ	Drive	Desires
Skills	Instinct	Motivation
Reason	Necessity	Attitudes
Knowledge	Mental Energy	Preferences
Experience	Innate Force	Emotions
Education	Talents	Values

Conative?

Action derived from instinct; purposeful mode of striving, volition. It's a conscious effort to carry out self-determined acts.

If **conative** is a new word for you, join the crowd. It's the long-lost term for one of the most important things you need to know about yourself.

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Kolbe A™ Index Result

ACTION MODES

MICHAEL MCKINZY, SR

7-6-1-7

You have a natural strength in each Action Mode that helps you make better decisions

Action Modes

Fact Finder

Your best way of gathering and sharing information is to **Strategize**.

For instance, you might:

Research in-depth
Establish specific priorities
Quantify/rank order particulars
Define objectives
Assess probabilities
Define terms with exactness
Determine appropriateness
Provide historical evidence
Create analogies
Develop complex strategies

Follow Thru

Your best way of organizing is to **Maintain**.

For instance, you might:

Package things together that fit
Adjust procedures
Monitor policies
Realign objectives
Coordinate schedules
Draft guidelines
Provide transitions and segues
Identify inconsistencies
Meet the need for closure
Maintain order

Quick Start

Your best way of dealing with risks and uncertainty is to **Stabilize**.

For instance, you might:

Create undeviating standards
Decide what will/can stay the same
Protect the status quo
Create precedents
Clarify deadlines
Stick with what's familiar
Reduce unexpected events
Minimize risk factors
Establish outside limits
Conform to accredited concepts

Implementor

Your best way of tackling space and tangibles is to **Protect**.

For instance, you might:

Create substantive demonstrations
Build hand-crafted models
Build sturdy foundations
Handle transportation and packaging
Provide protection and safeguards
Erect and install mechanical devices
Produce quality solutions
Protect nature/the environment
Maximize use of space
Tackle tangible projects

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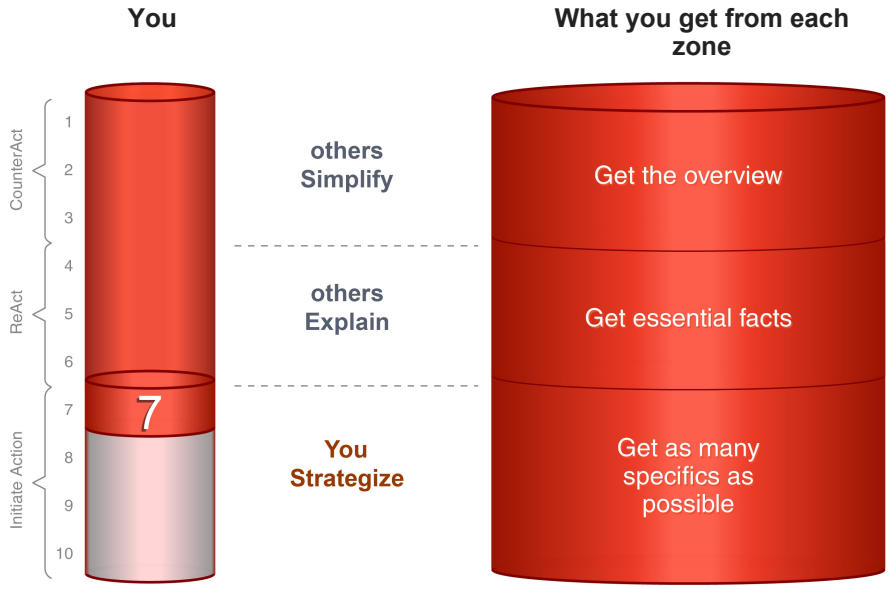
Kolbe A™ Index Result

ACTION MODES

MICHAEL MCKINZY, SR

7-6-1-7

Deal with information in the way that's best for you and let others do the rest.



Conables® Tips

Take charge of your Fact Finder instinct!

Do

- Be precise
- Rate probabilities
- Correct errors
- Define differences
- Question frequently and thoroughly

Don't

- Generalize
- Make snap judgements
- Give yes-or-no answers
- Answer off the top of your head
- Decide without prioritizing reasons

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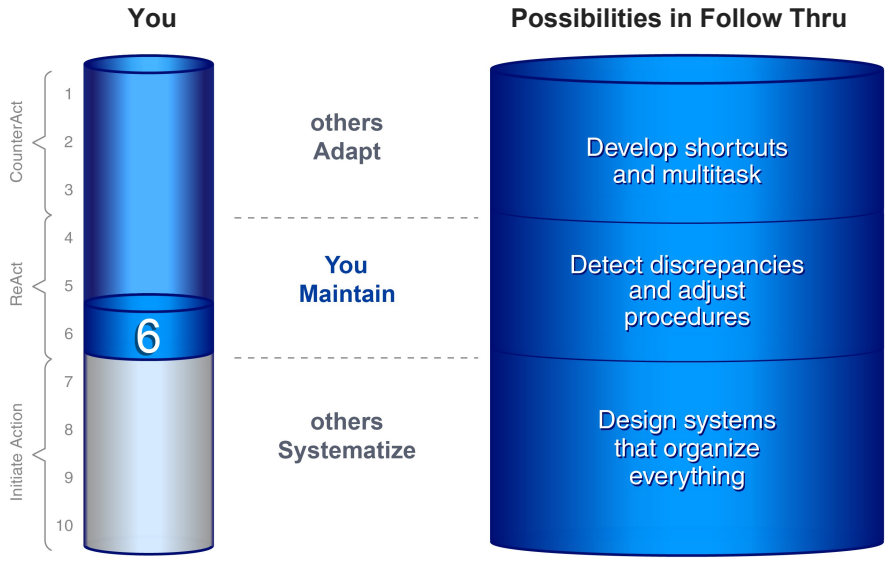
ACTION MODES

MICHAEL MCKINZY, SR

7-6-1-7

When organizing, you have an instinct to *Maintain*. Don't let others force you into doing it *their* way!



Conables® Tips

It's how **YOU** Follow Thru that matters.

Do

- Blend different approaches
- Sustain viable systems
- Replicate patterns
- Coordinate with others
- Reclassify information

Don't

- Get snarled in redundancies
- Initiate rigid systems
- Make too many guarantees
- Skip too many steps
- Over-regulate

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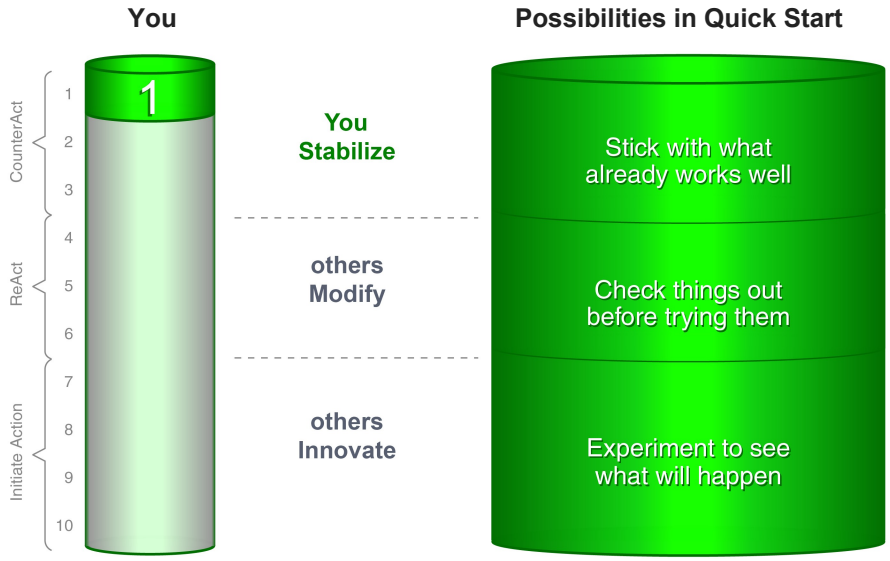
ACTION MODES

MICHAEL MCKINZY, SR

7-6-1-7

In the midst of uncertainty you shine because you Stabilize.



Conables® Tips

How you deal with uncertainty is actually quite certain.

Do

- Avoid chaos
- Find similarities
- Remove unknowns
- Fit new things into the existing picture
- Reduce the chance of making mistakes

Don't

- Deal with oddities
- Race the clock
- Experiment
- Volunteer for uncertain assignments
- Work with ambiguities

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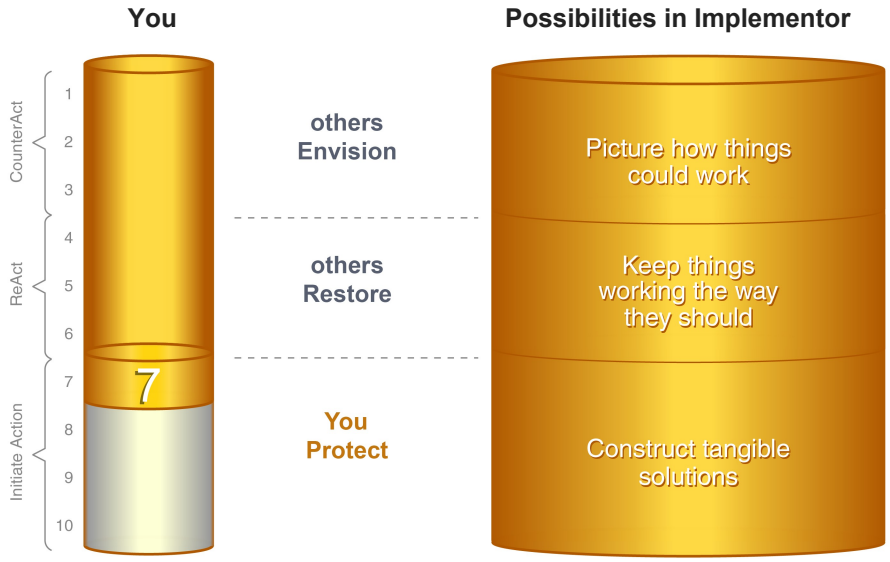
ACTION MODES

MICHAEL MCKINZY, SR

7-6-1-7

How you show what you mean is part of your "charm." You're perfect just the way you are.



Conables® Tips

Handle things **YOUR** way.

Do

- Tackle tangible projects
- Construct things that last
- Make mechanical contraptions
- Form protective environments
- Deal with hardware and handling equipment

Don't

- Commit to throwing something together quickly
- Work without the right tools or materials
- Describe how you're making things work
- Use unnatural or unrealistic materials
- Work without time to do a quality job

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Kolbe A™ Index Result

TIME & ENERGY

MICHAEL MCKINZY, SR

7-6-1-7

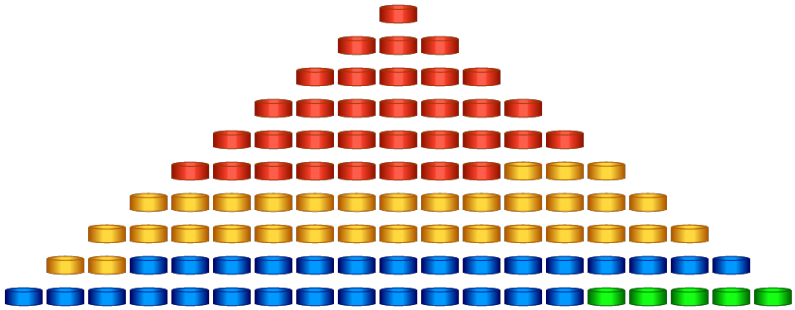
TIME AND ENERGY

Everyone runs out of time and energy.

You can't get time back – once it's used, it's gone – but energy can be renewed.

YOUR PYRAMID OF MENTAL ENERGY

Your 100 "ergs" of mental energy are equal to the energy available to every other human being. This gives you the same potential power as any CEO or rock star.



PYRAMID OF ENERGY.

Strategize	Maintain	Stabilize	Protect
33%	29%	5%	33%

Each of your 100 ergs has the same intensity - whether it is in the Initiating, ReActing, or CounterActing zone.

You have a knack for taking all your tangible evidence gathered from the past and making sense of it in the here-and-now. You make the case for what's worth preserving by demonstrating solutions. Then you incorporate all your conative strengths to achieve long-term success.

Don't let anyone stereotype you as contributing or "being" just one of the Action Modes. Your contribution begins with strategizing and continues until you stabilize the solution.

Self-manage your use of these limited, but renewable, resources. Use them purposefully and they will bring joy to your life.

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Kolbe A™ Index Result

TIME & ENERGY

MICHAEL MCKINZY, SR

7-6-1-7

TRUSTING YOUR SENSE OF TIME

It's tough to allocate your time, especially when no one but Kolbe has explained the role of your conative assets.

You use time according to your MO. So forget time management advice that doesn't take it into consideration. Everyone has an equal amount of conative energy, used in differing amounts and orders. You use it in your particular order and percentages per mode.

Fact Finder	Implementor	Follow Thru	Quick Start
33%	33%	29%	5%

When free to use your strengths:

1. You'll start the problem solving process by fact checking and determining practical and appropriate priorities.
2. Next you decide what materials and equipment are needed.
3. Then, you look for ways to fit the project into the system.
4. Finally, Michael, you advocate for what needs to stay the same.

If you work against your grain, you'll never have "enough" time. You will squander it by taking non-productive paths.

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TIME & ENERGY

MICHAEL MCKINZY, SR

7-6-1-7

GET MORE DONE IN LESS TIME.

We can't give you more time, but we have proven leveraging your conative strengths can more than double your productivity.

Here are some ways you can get the multiplier effect from your MO of 7-6-1-7.

Conables® Tips

- **Commit–but to very little**. Target your top priorities. Unlike time, you can replenish conative energy, but it takes downtime to do it.
- If it's flawed, get rid of it and spend your time on what you can perfect.
- Protect your energy for efforts that require your expertise and hands-on ability.
- **Self-Provoke** to get where you want to go. You're responsible for goading yourself to initiate necessary action.

Find the Freedom to be Yourself!

Kolbe's **Personal Development Pack** of books and audios can deepen your understanding of your instinctive strengths and help you use them to improve your life.

Expand Your Horizons

Listen to customized audio of Kathy Kolbe discussing YOUR initiating strengths. Gain great insight into how to make them work for you in the **Natural Advantage - Technologist CD** (check **Audible.com** to purchase download).

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TIME & ENERGY

MICHAEL MCKINZY, SR

7-6-1-7

Get Conative, Michael!

Set priorities and allocate time for the top three or four, making sure you have gathered appropriate resources and background information.

Conables® Tips

Because most of the world hasn't recognized conation, you may actually have been taught ways of taking action that are absolutely wrong for you.

The truth is you need to guard the status quo while striving for positive change.

A good way to start your day is to zero in on the top priorities and get them done first.

Don't just take our word for it; try it! You may surprise yourself with how much you can get done, and by how natural it feels.

Conables® Tips

You're likely to procrastinate if you don't have a system or format to follow.

When you need to be persuasive in an unfamiliar situation, find ways to narrow the possibilities.

You may be acting against your grain without even knowing it. When we work against our grain, we are not only unhappy but also unproductive, wasting our time on things that require too much energy. Instead of robbing yourself of your valuable time and energy, modify the things you need to do so that you can accomplish them in your own way.

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Kolbe A™ Index Result

COMMUNICATION & RELATIONSHIPS

MICHAEL MCKINZY, SR

7-6-1-7

COMMUNICATION & RELATIONSHIPS

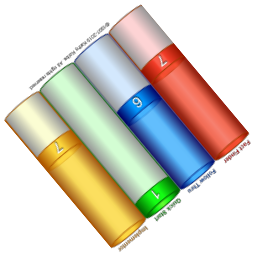
Communication is at the Heart of a Relationship

Communication involves Action, ReAction, CounterAction and InterAction. Of course, emotions cause the desire to communicate while thoughts provide the content. However it's your conative instincts that drive how it plays out.

If you aren't communicating through your conative strengths, you are likely to come across as acting out of character or not being authentic.

We're taught that there is a "right way" to do things. Our essays have the same structure and our resumes look like we've all had the same experiences.

How can you be true to who you are, and win approval too? We give you individualized Conables Tips for communicating in your own way without turning other people off.



"If you get out of kilter with your MO, how do you expect others to "get" who you are?"
Kathy Kolbe

It's Not Just What You Say, It's How You Say It

Conables® Tips

Your power to differentiate between a jewel and junk is a double-edged sword. You see the beauty and the beast and sometimes you can be too blunt when delivering bad news. When giving an appraisal, be careful not to tell others just how poorly something is made.

Let others know you need thorough information and high-quality equipment. Don't let someone else's sense of urgency push you toward a decision before you've verified the working order of the parts and pieces.

If you know the conative strengths of the people in the room, you'll know who will need to read your written evidence and who will need to see it to believe it.

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Kolbe A™ Index Result

COMMUNICATION & RELATIONSHIPS

MICHAEL MCKINZY, SR

7-6-1-7

Michael, Communicate Your Way

Conables® Tips

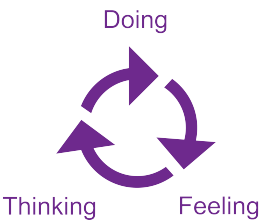
- Your instincts won't change with age. **Be obstinate** with people who expect you to conform to age stereotypes – or any other kind of stereotype.
- Position yourself as an expert. State your case with examples.
- Let others know you'll adjust to changes as long as you are informed ahead of time. They can throw your day off kilter by not doing what they promised they'd do.

WIN-WIN RELATIONSHIPS

There is no perfect combination of Kolbe results for relationships. The ideal spouse, child, sibling, parent, grandparent, colleague or friend will respect your conative truth and allow you the freedom to be yourself.

"Trying to avoid conflict between people with strong conative differences is impossible. No use pretending – it will come out sooner or later. Discussing the differences doesn't resolve them. It involves them. It turns a clash of wills into a meeting of the minds. You are impelled to act according to your instincts, but you can't compel others to respond the same way."
Conative Connection by Kathy Kolbe

People trust what they sense comes from your conative truths.



Conative action never happens in isolation from the other two parts of the mind, the affective and cognitive.

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Kolbe A™ Index Result

COMMUNICATION & RELATIONSHIPS

MICHAEL MCKINZY, SR

7-6-1-7

You can improve relationships by understanding similarities and differences in your conative MOs.

In situations with someone who is pretty much your conative clone, you might be able to finish each other's sentences, but it could also lead to: inertia in what you do together or competition for who could do things better or more than the other.

Conables® Tips

When working with someone whose MO is similar to your own:

- ✔ Avoid getting stuck in your shared methods by bringing in others with diverse approaches.
- ✔ Don't evaluate others by what works best for both of you. For instance, when parents think kids should do things the same way they do them, it often leads to false expectations.

In situations with a person who has very different conative strengths than you do, you can benefit from the resulting Synergy, or the differences can cause conflict and stress.

Conables® Tips

When working with someone whose MO is very different than yours:

- ✔ For you, togetherness may mean doing different things in the same room.
- ✔ Don't try to get the other person to work toward shared goals the same way you do.

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CAREER ADVICE FOR YOUR MO

MICHAEL MCKINZY, SR

7-6-1-7

CAREER CONSIDERATIONS

Look for Opportunities to Contribute Your Conative Strengths

Michael, you do your best work when you strive according to your MO. You're most likely to succeed in jobs that use your conative strengths according to each of the Action Modes.

Elaborate, compute, document, substantiate, validate

Monitor, merge, accessorize, guide, assimilate

Establish, conform, perpetuate, anchor, institutionalize

Safeguard, maneuver, preserve, manufacture, mechanize

Finding Careers that Give You the Freedom to Be Yourself

You have many strengths that could contribute to an organization.

In job interviews, people often say things they think employers want to hear. Yet if they get a job based upon false promises, they usually become frustrated and regret having to live up to them.

Finding a job that lets you use your natural strengths is a formula for success.

It pays to be truthful in promoting your MO

Conables® Tips

- In the early stages of a career, you may need extra-curricular activities that allow you to Initiate Action. Be sure that long-term career choices lead to opportunities to take Initiative.
- When considering a specific career, see if you can find out the MOs of those who are successful in that role.

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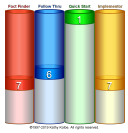
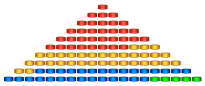
SUMMARY & SHARE

MICHAEL MCKINZY, SR

7-6-1-7

SUMMARY & SHARE

Michael, the information in every section of this report was individualized for you, whether you remember it by:

Your iconic Kolbe bar chart	
Your four numbers	**7 6 1 7**
Your four conative strengths	**Strategize** **Maintain** **Stabilize** **Protect**
Your use of time	
Your use of energy	

However you visualize your MO – it's important to keep the message of your conative strengths in the front of your mind as you make life empowering decisions.

Now that you know the power of your MO, it's up to you to use it for good purposes. The world needs your conative strengths!

We hope you find this analysis will help you maximize your time and energy and communicate more effectively.

If you took the Index through your organization, check back with your Kolbe Consultant or Administrator for additional services.

Kolbe Certified Experts are available in more than 20 countries and throughout the USA

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